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VOL. XIII

THE

NO. 2

# CIVILIAN

DEVOTED TO THE INTERESTS OF THE  
CIVIL SERVICE OF CANADA

JANUARY, 1920.

Wishing You

A

Happy New Year

Civil Service Act, 1919.

Superannuation In Sight.

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# THE CIVILIAN

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DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

This Magazine is Published Monthly by The Civilian Publishing Company, Limited.

MSS intended for publication should reach the Editors not later than the twentieth day of each month and should be addressed to

THE CIVILIAN P.O. BOX 484, OTTAWA.

VOL. XIII.

HULL, QUE., JANUARY, 1920.

No. 2.

## CONTENTS

	PAGE
1.—Civil Service Federation of Canada.....	35
2.—Editorial .....	39
3.—Mainly About People.....	40
4.—Superannuation .....	40
5.—At The Sign Of The Wooden Leg, By Silas Wegg .....	41
6.—Postal Journal.....	43
7.—Dominion Customs Association.....	44
8.—Co-operative Notes.....	45
9.—Civil Service Act, 1919.....	(Inset)

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Western Federal Grain Employees Association, headquarters at Winnipeg.  
Dominion Associated Inspection and Weighing Staffs, headquarters at Fort William.  
Dominion Public Works Federation: Branches at Ottawa, Montreal, Toronto, Hamilton, Winnipeg, Calgary, Vancouver and Victoria.  
Western Canada Immigration Association, headquarters at Winnipeg.

Dominion Civil Service Association in Europe, London, England.  
Western Canada Interior Association: Branches at Battleford, Calgary, Dauphin, Edmonton, Grande Prairie, Kamloops, Lethbridge, Moosejaw, Prince Albert, Saskatoon, Swift Current, the Pas, and Winnipeg (13).

Unaffiliated Federal Employees Association, headquarters at Ottawa. (All those for whom local organizations are not available.)

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Charlottetown, Quebec, Ottawa, Perth, Toronto, Sarnia, Sault Ste. Marie, New Westminster, Vancouver, Victoria.

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# THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XIII.

HULL, QUE., JANUARY, 1920.

No. 2.

## Civil Service Federation of Canada

### Abolition of Patronage

The Executive of the Federation has discussed and no doubt will carry into effect an action of highly patriotic import. When the Prime Minister gave his pledge to the people of Canada regarding the abolition of Patronage as it affected public offices, he also promised to abolish Patronage in the purchase of Government supplies. This promise the Prime Minister also redeemed insofar as it could be done under the War Measures Act, by virtue of which the War Purchasing Commission operates. The force of the War Measures Act as it applies to the War Purchasing Commission will expire at the close of the forthcoming sitting of the House, when purchasing may, and no doubt will, revert to the Patronage system.

During the absence of the Prime Minister from the House of Commons a bill to make the War Purchasing Commission a permanent Department met with great opposition and was withdrawn. It is known that the Prime Minister desires that such an act be placed upon the Statutes, and a bill will be introduced at the ensuing session. In the meantime Sir Hormisdas Laporte, who has for years done such valuable work for the Commission, at a great personal sacrifice will continue to act as Chairman.

The task to which the Executive of the Federation is to commit itself in this connection is one which it should be well qualified to execute. During the discussions upon C. S. Merit Bill No. 53 in 1918, and upon other occasions, the Federation has carried on extensive educational programs all through the country by means of a complete newspaper mailing list and by other agencies.

The Executive proposes to utilize this machinery in order to inform public opinion as to the basic moral principles involved

in the abolition of Patronage in Government purchasing and it is hoped that this public opinion will make itself felt in the House of Commons when the bill is introduced.

### Enlarging the Executive

The opinion has been expressed that the Executive of the Federation as at present constituted is numerically weak. This weakness is apparent as the time draws near to deal with superannuation, and it also has been apparent at various times when the necessity of forming strong sub-committees has arisen; leading to the grave danger of miniature and hasty action, which would be obviated by a larger advisory directorate. It has been suggested that the Executive Committee should comprise a representative of each department to be nominated by the Dominion body representative of a department and in case no such body exists to be elected by the Executive. This subject will be brought up at the convention called for the second Monday in March.

### Co-operation

The important subject of a federal act legalizing Dominion-wide co-operation will no doubt receive attention at the convention in March. The possibilities of such an act as a means of reducing the cost of living are not realized except by those who have been engaged in this laudable work in the various co-operative committees in the Service. To be able to buy coal, sugar, flour, etc., for the thousands of civil servants and national railway employees suggests advantages which will appeal to all civil servants who are on a fixed salary.

### Executive meeting Dec. 9

Minutes of the meeting of the Executive Board of the Civil Service Federation, Tuesday evening, Dec. 9, 1919, at 91 Rideau St. Members present:—Messrs. Grierson,

Burling, Burns, Kehoe, Ryan (representing Mr. O'Connor), Forsyth and Tulley.

The president read a statement of the situation surrounding the appointment of the Collector of Customs at Vancouver with recommendations. It was decided to take no action in this regard other than to embody in a bulletin to all affiliated organizations, the findings of the executive board in this connection.

The president also presented a statement with regard to unanswered correspondence with the Government, pertaining to resolutions of the last convention such as, Superannuation, Trial Boards, Whitley Councils and consideration of bonuses prior to April, 1919. It was decided to simply take up these matters in the ordinary routine.

It was moved by Mr. Burns, seconded by Mr. Kehoe, that the secretary be empowered to make a special levy of 15 cents per member on each one of the affiliated organizations to assist in wiping out the Federation debt.—Carried.

Other business of a disultory and routine nature was discussed.

### Office Cleaners' Pay

The Office Cleaners' Association, through their president, Madame Mercier, appealed their case for remuneration to the Federation and the following correspondence will indicate the action taken by the Executive:—

December 23, 1919.

Hon. A. L. Sifton,  
Minister of Public Works,  
Ottawa, Ont.

Sir:—

I have a case to present to you for your consideration, concerning the Office Cleaners' Association, which I think may be best done by enclosing copies of correspondence as follows:—letter from the Hon. Mr. Carvell to Madame Mercier, dated August 1, a letter from Mr. Geo. W. Yates to Mr. Ch. J. Tulley, dated Decem-



ber 8, and a letter from Mr. Wm. Foran to Mr. J. B. Hunter dated December 10.

I beg to be allowed to emphasize the importance of the letter written by Mr. Carvell, nearly five months ago which says "Have discussed same in Council, and we finally decided to grant an increase in wages of 25c. per day to all the charwomen rather than consider the matter on a bonus basis." I also wish to emphasize the fact that the official, under whose jurisdiction the office cleaners carry on their work, has stated that \$1.25 was a fair wage, in Ottawa, for the class of work performed. There are some nine hundred women involved in this connection, many are widows of returned soldiers and a great many with young children dependent upon them. They have to leave their homes between five and six, in a great many cases and do not return again until ten. I mention these facts in passing but chiefly wish to emphasize the agreement made on behalf of the Governor-in-Council, as conveyed to Madame Mercier, by the Hon. Mr. Carvell and it would be an extremely happy event for all concerned if you would answer before the coming Christmas day, that this agreement, made by the Government to so many poor and widowed women, was to be carried into effect.

Faithfully yours,

F. GRIERSON,

President.

Copies of the four letters reproduced hereunder were attached to the foregoing letter to Mr. Sifton.

Ottawa, Ont., Aug. 1, 1919.

Dear Madam Mercier:—

I have not only considered the representations made by yourself and friends when before me last week, but have discussed the same in Council, and we have finally decided to grant an increase in wages of 25c. per day to all the charwomen rather than consider the matter from a bonus basis. The difficulty is that, as you are not employed during the whole day it could create a precedent which might cause considerable difficulty in other branches of the Service in different parts of Canada. After very careful consideration we have come to the conclusion we would not be justified in increasing the salary to \$1.50 as you requested, but have made it \$1.25, dating from the 1st day of July last.

Yours sincerely,

(Signed) F. P. CARVELL.

Madam Mercier,

Pres. C. S. Cleaners' Assn.,

Ottawa, Ont.

Ottawa, Ont., October 20, 1919.

Dear Sir:—I duly received your favor of the 8th inst., in further reference to Mr. O'Connor's letter of September 4, addressed to the Honorable the Minister of Public Works, with respect to granting an increase in salary from \$1.00 to \$1.25 per day to the charwomen employed by the Public Works Dept., and in reply beg to state that a recommendation was made to Council by Hon. Mr. Carvell, under date of August 1, 1919, for authority to make

the increase referred to, but same has been returned to the Department without any action having been taken thereon.

Yours very truly,

(Signed) J. B. HUNTER.

Ch. J. Tully, Esq.,

Sec.-Treas. Civil Service

Federation of Canada.

Ottawa, Ont., December 6, 1919.

Dear Sir:—On behalf of Sir Robert Borden, I have the honor to acknowledge your letter of December 1, and to request that the special committee of the Executive Board of the Civil Service Federation shall in the first instance take up the grievances of the Office Cleaners' Association of Ottawa, with the Minister directly in charge.

Yours very truly,

(Signed) GEO. W. YATES,

Prime Minister's Secretary.

Ch. J. Tully, Esq.,

Sec.-Treas., Executive Board

Civil Service Fed. of Canada.

Ottawa, Ont., December 10, 1919.

Dear Mr. Hunter:—

You will remember on the 1st August last the Honorable the Minister of Public Works submitted to the Treasury Board a recommendation that the wages of charwomen employed in connection with the cleaning of Government offices at Ottawa be increased from \$1.00 to \$1.25 per day, such increase to date from the 1st of July, 1919, no bonus to be paid to employees of this staff. On the 29th August this recommendation was referred to the Civil Service Commission for consideration. The matter was duly considered by the Commission and was approved, and the Secretary of the Treasury Board was notified on the 11th September to that effect. Representations are now being made to the Commission that these rates of pay have never been put into effect, and the matter is brought to your attention for such action as you may deem it fit to take. Under the new classification, adopted by Parliament at this last Session, the compensation for charwomen is fixed as "prevailing rates of pay", and Mr. Commissioner Jameson states that in this connection Mr. Shearer of your Department appeared as a witness before the Board of Hearing and testified that \$1.25 per day was a fair wage in Ottawa. It should be pointed out, therefore, that, if the Department regards \$1.25 per day as prevailing rates for charwomen, this class of employees may be paid accordingly, and I am directed to submit the matter for your favorable consideration.

Yours truly,

WM. FORAN,

Secretary.

J. B. Hunter, Esq.,

Deputy Minister of Public Works

The reply to the application to Mr. Sifton of December 23 was received from Mr. Hunter, Deputy Minister, and was in the

negative. The Federation had no recourse but to appeal to the Prime Minister which was much to be regretted on account of the state of Sir Robert's health. The president of the Federation received a message from Mr. Yates that the Premier was unable to give the matter his personal attention, but that the case would be brought up in Council at the earliest opportunity.

### The Commission

The following letters addressed to the Commission deal with outstanding matters, and are self explanatory:—

December 27, 1919.

Wm. Foran, Esq.,

Secretary,

Civil Service Commission,

Dear Mr. Foran:—

I am in receipt of many enquiries, regarding the future operations of the Board of Hearings. I desire to ask you, please, to furnish me with some information as to future meetings to be held and other particulars in regard thereto. It has been stated that personal appeal will not be heard by the Board. This does not seem to me to be in accord with the spirit of the letter addressed to me by yourself and which we published broadly throughout the Service in order to obtain the widest possible support for classification from our organizations.

Trusting you will enlighten me as soon as possible on this subject, as there is a very widespread dissatisfaction throughout the Service on this account.

F. GRIERSON,

President.

A reply to the above letter was received on January 12th, which was too late for re-production in this issue. The reply was the immediate result of delegations to the Commission asking, in view of the great unrest, especially in the Ottawa Service, for the application of the Whitley Council scheme and for an independent Board of Appeal. These representations were made by the executives of the Federation and the C. S. A. of Ottawa. The Commission would not recede from its previous attitude, i. e., that objections to the schedules must be made to the Board of Hearing and that appeals against the application of schedules to the personnel must be made to the Commission through the Deputy Ministers.

### Bonus while on Sick Leave

December 27, 1919.

Dear Mr. Foran:—

I am in receipt of many enquiries regarding the payment of the bonus to a civil servant while on sick leave, and I would thank you to advise me, at your earliest convenience, as to the probable date of the passing of the proposed Order in Council in this connection.

At the same time, I would remind you of your letter of the 4th instant regarding bonus for agents of Dominion lands. The subject brought to your attention in my



letter of the 22nd instant regarding "bonus regulations" will, I trust, receive your consideration in due time.

Yours truly,

F. GRIERSON,  
President.

Wm. Foran, Esq.,  
Secretary,  
Civil Service Commission,  
Ottawa.

The following reply was received,—

Civil Service Commission  
Office of the Secretary.  
Ottawa, Dec 31, 1919.

Mr. F. Grierson,  
President, Civil Service  
Federation of Canada.

Dear Sir,—

Your communication having reference to leave of absence and bonus payment has been received. You will be advised as soon as the submission to Council has been approved.

Yours very truly,  
(Sgd.) W. FORAN,  
Secretary.

## BULLETIN, DECEMBER, 1919

### Patronage appointments

Your Executive has had under consideration, appointments in the Customs Department at Vancouver and in the Post Office Department, Hull. The Executive after interviewing the departments concerned, and also the Civil Service Commissioners to whom they protested regarding the appointments, decided to lay the facts before the Service and the public through the columns of *The Civilian*.

### Vote on Labor Affiliation

The attention of all organizations is drawn to the fact that at the convention in March, 1919, (See the April *Civilian*, page 198) it was resolved that the question of affiliation with Labor should be submitted to a referendum. This is to remind all organizations that this duty should be performed before the next Convention of the Federation.

### Date of Convention

On account of the unsettled state of Civil Service affairs in September last, the appointed time of our convention, your executive decided to postpone the convention to a date to be approved by the general council. Your executive now desires to recommend the second week in March and it is desirable that all presidents of

associations, who are members of the general council by virtue of the Constitution adopted last March, should send to the secretary an approval or disapproval of the said date for the meeting of the Convention.

### Finances

During the past two years your Executive has been under the necessity of making unusually large expenditures in connection with the fight for the law abolishing patronage and for the obtaining of a Cost of Living Bonus. On account of these expenditures, your Executive is carrying a debt of \$1,500.00. In addition to this there is a balance due on account of the cost of carrying the Morson case to the Privy Council. The result of the appeal may be announced in the very near future. However the case may go, a balance of \$1,000.00 will be needed to supplement the amount of voluntary contributions to the Morson Fund. These two sums constitute a heavy indebtedness and your Executive makes this appeal for an immediate special per capita levy of fifteen cents.

It is pointed out that your Executive has been parsimoniously struggling along for years on a per capita tax of 15 cents, 2 cents, and 1 cent, whereas in other organizations of employees the per capita tax is as high as \$60 per annum.

It is earnestly requested that prompt action be taken in this regard as the debt of \$1,500.00 is being carried on the personal responsibility of individual members of the Executive.

CH. J. TULLEY, Secretary.  
F. GRIERSON, President.

Ottawa, Ont., December 20, 1919.

Note:—Officers of associations are requested to give utmost publicity to "patronage appointments" in their local press. (See December *Civilian*.)

### The western strike

Since the termination of the Western strike, everything possible has been done by the eastern organizations to mitigate the action that had been taken by the Government against the western postal clerks. The subject was brought up at the Canadian Industrial Conference by representatives of the C. S. Federation. In the committee on Government employment, the employers on that committee advised withholding action at that time, and in the

Labor caucus it was decided for good reasons not to bring the matter up on the floor of the conference. As a sequel to events arising out of the conference, the president of the C. S. Federation wrote to Mr. Tom Moore, president of the Trades and Labor Congress on the subject and has received from Mr. Moore the following letter, which speaks for itself:—

Ottawa, Ont., December 15, 1919.

Mr. Frank Grierson, President,  
Civil Service Federation of Canada,  
Ottawa, Ont.

Dear Brother Grierson:—

For a considerable time we have been actively engaged in pressing the claims of the western postal employees and other public servants who had been discriminated against because of their actions in the recent Winnipeg strike.

I have been informed on Saturday that the Cabinet has finally decided to alter their policy in this respect. The ban against these men, so far as re-admission into the Civil Service, will be removed. Those desiring to re-enter the postal service will need to make application in the usual way and the Postmaster-General, I understand, is to have freedom of decision as to those that he will re-engage. The Civil Service Commission will also receive applications for any other section of this service which may come under their jurisdiction and the men we have been interesting ourselves in will not be refused employment because of their connection with the recent strike.

I notice your remarks relative to J. A. Elrick, Winnipeg, and have already given his case my special attention.

Trusting that before long all these men will be again re-employed, and with best wishes.

Fraternally yours,  
(Sgd.) TOM MOORE,  
President.

### FORESTERS' CLUB

The Foresters' Club of Ottawa, which is very chiefly composed of civil servants, held a largely attended meeting on December 9, to hear outlined the new forestry policy of the United States as laid down by Col. Graves, chief forester. The advanced and vigorous program prepared by this official rejoices the hearts of all who are interested in forest conservation.

The Canadian Forestry Association is also pressing forward to new and greater achievements, notably along educational lines. It now numbers eleven thousand members.



## RAILWAY MAIL SUPERVISORS

Editor, *The Civilian*, Ottawa.

Sir:—The recent appointment of supervisors on the railway post offices between Montreal and Toronto, has created such a furor of adverse criticism among the clerks that perhaps a discussion of the subject may find favor with many of your readers. The employment of supervisors on postal trains is a feature apparently borrowed from the American system where their usefulness has been amply demonstrated. It must be remembered, however, that in the United States they form part of a huge machinery of management that has no counter part in Canada. There whole trains of railway post offices may be seen on trunk lines, each car equipped with a full staff of working clerks, while here a single R. P. O., with a baggage car or two, constitutes a full outfit. In the former case a special officer is indispensable, as no clerk in charge of a R. P. O. can possibly attend to the working duties of his car, while supervising the despatch and taking on of R. P. Os. at junction points. The adoption of the American system in our present state of development appears to be only adding an excess of officialdom to our service, most expensive to maintain and so far as it has been tested here, demoralizing in its effects.

In changes effected in the status of Canadian railway mail clerks by the postal legislation of 1903 put every qualified clerk on a common level, each clerk in turn assuming full charge of his R. P. O. for a term and then working for an interval as the subordinate of his fellows.

This truly democratic system has generated a high "esprit-de-corps" in the service, has gratified the ambition of every clerk to be placed in charge of the staff and has developed individuality and self confidence; while the eager emulation to excel in the

annual tests of efficiency shows the clerks' high appreciation of the importance of their duties. Strife among the clerks is unknown, each man is master of his work and each in turn takes control of his crew without question or cavil.

The advent of the supervisors, who are regarded as "drones in the hive", has unfortunately changed this state of affairs, and rumblings of discontent, both loud and deep, are now to be heard on every side. Distribution lists, train schedules, red books, etc., have been thrown aside, while the clerks, amid lurid declamations, engage in a vain search through the Re-Classification Act for the authority that has brought this disturbing innovation into their once happy family.

Yours truly,

TYRONE.

Tipperary, Nov. 20, 1919.

## DOMINION OF CANADA CIVIL SERVANTS' ASSOCIATION BRITISH COLUMBIA

A regular monthly meeting was held in the O'Brien Hall, Vancouver, B.C., on December 9th, 1919. There was a large attendance, and the President, Mr. E. A. Burns was in the Chair. Mr. A. T. Milner handed in a report in connection with holding the first annual dinner, and the matter was left with the committee to complete arrangements. Letters will be sent to a representative of each department in the association, asking for a list of members in his branch who will attend the dinner. The Secretary was instructed to write to the Civil Service Commission and request that all members of the service be informed as to their standing and salary in the classification. A delegation from the Amalgamated Postal Workers addressed the meeting on closer affiliation, and after a very interesting discussion, a committee of seven was appointed to meet the committees from other associations, to consider the scheme as presented by them. The following gentlemen were named as the committee:—Messrs. E. A. Burns, A. Kaye, H. E. Warburton, A. T. Milner, A. M. Scott, G. A. Stevens, Dr. Kenneth Chester.

The Secretary was instructed to send a letter to the Civil Service Federation, asking them to do all in their power to have the Cost of Living Bonus renewed for 1920-21, at the same time stating that this association stands behind them in whatever action they may take in that regard.

The officers and members extend hearty wishes for the coming year, to all members of the Civil Service.

H. E. Warburton,

Secretary-Treasurer.

## FEDERATED ASSOCIATION LETTER CARRIERS

The only news or matter received from the A. F. of L. C. comes from Kitchener which is printed hereunder. *The Civilian* was given to understand that matter would be supplied each month.

Editor *The Civilian*,

Ottawa, Ont., Can.

I am writing you a few line as our Branch would like to have the 1920 list of officers published in *The Civilian*. The election of officers for Branch No. 20 Letter Carriers and Clerks' Association for the year 1920 resulted as follows:—

President:—Chas. Schippanowski, Jr.

Vice-President:—Clarence Oswald.

Gen. Sec.:—Harvey A. F. Piellusch.

Treasurer:—Hugh Cuthbertson.

Clerks' Sec.:—James T. Uttley.

Sgt. at Arms:—Harvey Schaub.

Auditors appointed were Steve Wellheiser and A. P. Strub.

Trades and Labor delegates appointed were Steve Wellheiser, A. A. Pinke, Harvey A. F. Piellusch, A. P. Strub and James T. Uttley.

Hoping you will publish this in *The Civilian* and wishing you a happy and prosperous New Year.

Faternally yours,

HARVEY A. F. PIELLUSCH.

## LABOR AFFILIATIONS

Several hundred nurses employed in hospitals in New York have formed a union affiliated with the American Federation of Labor, to be known as the Trained Nurses' Association, Local No. 16,461. It is planned first to organize the 3,500 trained nurses in New York and Brooklyn hospitals, then gradually extend the movement throughout the State.

Montreal bank clerks to the number of six hundred have decided to organize into a Bank Employees' Association, in affiliation with the American Federation of Labor. The association was organized by Fred. Bancroft and John Flett, General Organizer of the Federation of Labor, for Ontario.



## EDITORIAL

In this our first editorial paragraph of the first number for the year 1920, *The Civilian* enters an anxious and earnest plea for harmony and unanimity among all the organizations in the Service. The ideal to be entertained by the executives of all associations should be the affiliation of all into one central harmonious society. In order to accomplish this noble object we should all try to remember the two "Bears" taught us at school, i.e., "Bear and Forbear." It is only by making allowances for the human frailties and weaknesses to which all are liable, that we can attain this Dominion-wide union in thought and action, which all authorities consider not only desirable but essential. *The Civilian* couples its warm New Year greetings to organizations and individuals with the wish and the hope that the end of 1920 will see a fully united system of Civil Service organizations.

—CSFC—

In this number there is presented to our readers the Civil Service Act; the amendments made at the special session (Bill 18) being consolidated with the Act of May 24, 1918 (Bill 53). Leaving aside the pitfalls and perils of the Classification, and aside from the fact that the Government has not yet dealt with Superannuation, Appeal Board or Whitley Councils, the Act under which we are now governed presents a remarkable achievement in progressive legislation. The Government, the people of Canada and the members of the Service should be congratulated and should be gratified. The law so far as future invasion on the part of Patronage is concerned, seems to be clear and the law presents features which some think place it in the forefront of world-wide laws of a similar nature. *The Civilian* is indebted to the Honourable Mr. Burrell for courtesy in loaning the electros from the Printing Bureau.

—CSFC—

Notwithstanding anything to the contrary in the last preceding paragraph regarding the great importance of the Civil Service Act, the subject of the present paragraph is considered by *The Civilian* to be a paramount feature. With a strange insouciance and almost bravado-like coolness, our governing authorities have made two appointments in the Customs Service—one violating the spirit of the Act of 1918 and the other violating both the spirit and the letter of the act of November 1919. The cloven foot of Patronage is suggested by the fact that in the policy of giving a position to a returned soldier, the veterans of the

Great war who *have* Customs experience, and who are largely "other rankers" are ignored and the Colonel who has *not* this experience, but who has money and pull and the time and the inclination to play the thimble-rigging game of the political lobbyist for his own benefit, wins the prize. The hopeless, discouraging and damaging feature of the transactions is that our own Commission has placed itself in an unenviable position. The Federation attended upon Dr. Roche and his colleagues in protest against the Vancouver appointment of Col. Carey. Dr. Roche in attempting to justify the action of the Commission stated to a delegation that under the new law "it can never happen again." And yet on December 17, thirty-seven days after the act came into force, the violation against law and order is repeated. In the Vancouver case, the Commission violates at least the spirit, if not the letter of the law by eliminating "Customs experience" from the qualifications. In the Brockville case, all subterfuge is cast to the winds and the act is flagrantly profaned.

The action to be taken depends upon the initiative of the Executive of the D. C. A., The Federation and *The Civilian* acted to the utmost of its instructions; the details having been given out through *The Civilian* to the Associated Press and the Federation having issued a Bulletin on the subject which may be read in this number.

The hopelessness of Public Ownership stands out in every phase of the Carey-Ellis appointments.

—CSFC—

Before the next number of *The Civilian*, the Call will be sent out for the ninth convention of the Civil Service Federation of Canada which will be held, according to the present understanding during the week beginning March 8. All conventions are important and in view of the progress made and the developments portending at this time, the action to be taken at this convention will certainly be of outstanding interest and influence. The postal clerks of the West will no doubt be in attendance and it is expected that many of the Railway Mail associations will also be on hand. Of the big questions before the Service, the principle of Superannuation has been seriously and practically taken by a sub-committee of the Cabinet. There will still remain, The Board of Appeal and The Whitley Councils and we think the combined efforts of the organization should be concentrated upon the attainment of these two pillars in Canada's national workshop.

—CSFC—

In connection with the referendum on "Affiliation with Labor", it should be borne in mind that the C. S. Federation is not affiliated with the Trades and Labor Congress. Under the constitution it is permissive for each organization to exercise local option and either affiliate with Labor or to refrain from doing so as its membership may decide.



Personal  
Newsy  
Notes

## Mainly About People

What we  
all are  
doing

### MR. BOVILLE RETIRES

It is announced that Mr. T. C. Boville, deputy minister of Finance, is to take a few months' vacation and then retire on superannuation.

It would be hard, if at all possible, to find in the public service of Canada a man who has more fairly earned the right to retire from active work while yet looking forward to many years of life than has Mr. Boville. He has served for the long period of thirty-six years, having entered the Service in 1883. He began as a clerk of inferior grade and by steady application and ever-increasing knowledge and efficiency won his way from rank to rank until, after twenty-three years, he was selected to fill the important position from which he now retires.

He succeeded J. M. Courtney, who had been deputy minister of Finance for twenty-eight years, but the last five years of Mr. Boville's thirteen years' incumbency have been crowded with greater necessity of arduous labor and skillful administration than were included in the whole previous history of the department. Of the tremendous changes in conditions of national financing, of previously undreamed-of demands upon credits and resources, of the necessities of meeting enormous expenditures, of the closing of foreign money markets and the creation of the domestic loan system, without practice or precedent, the public has heard only in a dim way. No one outside a small circle of the highest officials knows of these things intimately, — no one else can appreciate the tremendous burden that all these problems laid upon Mr. Boville. No man in uniform or out of it "carried on" more strenuously than he. The great task of war-financing has now been brought to a conclusion and new, *post-bellum* problems have to be solved. Mr. Boville feels that he has done his "bit" and may fairly seek repose from his labors, — in which opinion all will concur and join in wishing him many years of ease and enjoyment.

### PERSONAL

It is announced that M. J. Butler, managing director of Armstrong & Whitworth of Canada, is retiring to private life. Mr.

Butler was deputy minister and chief engineer of Railways and Canals from 1905 to 1910, resigning that position to accept a much more lucrative one with the Dominion Steel Corporation.

Miss Mary E. Thompson of the Department of Trade and Commerce was married on December 17 to Harold J. Pendergast of Cornwall.

### OBITUARY

BOYLE — At Niagara Falls, on December 10, Arthur Boyle, collector of Customs, in his seventy-eighth year.

DANIELS — At Sherbrooke, on December 12, William Herbert Daniels, collector of Customs at Beebe Junction, formerly of Prescott.

LANE — In Ottawa, on December 9, Thomas M. Lane of the Department of Inland Revenue, aged fifty-six years. He had served on the staffs of his department at Quebec, Windsor, Belleville, London and Montreal.

TIMLIN — In Ottawa, on December 1, Thomas J. Timlin, of the Department of Public Works.

HEBERT — In Ottawa, on December 1, Enselin Hebert, aged eighty-two years, father of Samuel Hebert, of the Department of Public Works.

LAMB — In Ottawa, on November 25, the wife of J. B. Lamb, of the Department of Public Works.

BYRNE — In Ottawa, on December 7, John Thornton Byrne, of the Government Printing Bureau, aged seventy-six years.

REARDON — In New York, Lena Pick Reardon, formerly of the House of Commons staff, wife of T. K. Reardon.

CORDUKES — In Ottawa, on December 12, Maud McLennan, wife of J. P. Cordukes, of the Department of the Interior.

CHAPDELAINE — At Sorel, on November 26, J. A. Chapdelaine, collector of Customs, aged fifty-one years.

TURK — At Windsor, Ont., on November 24, John Turk, of the Customs, aged seventy-five years.

TRUDEL — At Quebec, on December 6, J. Edmond Trudel, aged seventy-seven years, an officer of the Customs for forty-four years.

DUPUIS — In Montreal, on November 20, Edgar Dupuis, of the Customs, aged thirty-seven years.

SICOTTE — In Montreal, on December 5, L. Sicotte, of the Customs, aged sixty-eight years.

BROWN — In Ottawa, on December 20, Mary, widow of the late John Brown, of the city post office.

### CIVIL DECORATIONS

The Imperial Service decoration for long and satisfactory service to the Crown in a civil capacity has been awarded to the following:—

Robert James Allwell, of the office of the chief superintendent, Post Office Department, Toronto.

James Cushing, letter carrier, London.  
Jas. Alex. McKeown, letter carrier, Hamilton.

John H. Saulnier, lightkeeper, Department of Marine, Church Point, N.S.

## SUPERANNUATION

The news that Superannuation has become a live issue will be received with undiluted rejoicing throughout the Service.

The Government has taken the usual course in approaching a problem of this kind and has appointed a sub-committee of Cabinet to investigate and report. The personnel of the Committee is:—

Hon. N. W. Rowell, Hon. J. A. Calder and Hon. Senator Robertson.

### METEOROLOGICAL C. S. ASSN.

The officers of the Meteorological Civil Service Association of Toronto for the ensuing year are:—

President—James Young.

Vice-President—Eric McDougall.

Sec.-Treasurer—Arthur Ough.



# **The Civil Service Act, 1918**

AS AMENDED BY

## **Chapter 10 of the Statutes of 1919, 2nd Session WITH AN INDEX**

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COMPILED BY THE  
PARLIAMENTARY COUNSEL,  
HOUSE OF COMMONS.

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# The Civil Service Act 1918

Chapter 19 of the Statutes of 1919, 2nd Session  
WITH AN INDEX

PRINTED BY THE  
STATIONERY OFFICE  
LONDON



# 8-9 GEORGE V.

## CHAP. 12.

An Act respecting the Civil Service of Canada.

(As amended by Chap. 10 of Statutes of 1919, 2nd Sess.)

[Assented to 24th May, 1918.]

**H**IS Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

### SHORT TITLE.

1. This Act may be cited as *The Civil Service Act, 1918*. Short title.

### DEFINITIONS.

2. In this Act and in all regulations made hereunder, Definitions.  
unless the context otherwise requires,—

- (a) "Commission" means the Civil Service Commission. "Commission."  
(b) "Deputy" or "deputy head" means the deputy of "Deputy."  
the Minister of the Crown presiding over the depart- "Deputy  
ment, the Clerk of the Privy Council, the Clerks of the head."  
Senate and House of Commons, the Librarians of  
Parliament, the Comptroller of the Royal Northwest  
Mounted Police, the Superintendent of Insurance, the  
Dominion Archivist, the Assistant to the Chairman and  
Secretary to the Commission of Conservation, the  
Board of Railway Commissioners for Canada, and,  
in all cases in which such meaning is not inconsistent  
with his powers and duties under the *Consolidated  
Revenue and Audit Act*, the Auditor General. 1906,  
s. 2, 1908, s. 2, amended. (Am. 1919, 2 Sess., c. 10.)  
(c) "Head of the department" means the Minister of "Head of the  
the Crown for the time being presiding over the department."  
department and includes the Speakers of the Senate  
and House of Commons.  
(d) "Civil Service" means and includes the civil posi- "Civil  
tions and employees in and under the several depart- Service."  
ments of the Government of Canada, and in the  
offices of the Auditor General, the Clerk of the Privy  
Council, the Governor General's Secretary, the Public  
Archives, the Commission of Conservation, the Board  
of Railway Commissioners for Canada, the Civil  
Service



Service Commission, and all other civil positions under and persons in the civil employ of His Majesty, but not including the members of any Commission or Board appointed by the Governor in Council;

“Employee.”

(e) “employee” means and includes officers, clerks, and employees in the Civil Service, but does not include deputy heads. (1919, 2 Sess., c. 10.).

## PART I.

### CIVIL SERVICE COMMISSION.

Commission.

**3.** (1) There shall be a Commission, to be called the Civil Service Commission, consisting of not more than three members appointed by the Governor in Council.

Chairman.

(2) The Governor in Council may appoint one of the commissioners to be the chairman of the Commission.

Rank, salary and tenure of office.

(3) The rank and standing of each commissioner shall be that of a deputy head. The chairman shall be paid a salary of seven thousand dollars, and each of the other commissioners six thousand dollars; such salaries shall be paid out of the Consolidated Revenue Fund of Canada. Each Commissioner shall hold office during good behaviour, but shall be removable by the Governor General on address of the Senate and House of Commons. 1912, c. 10, amended. (Am. 1919, 2 Sess., c. 10.)

Future appointments.

Provided, however, that any commissioner hereafter appointed shall hold office during good behaviour for a period of ten years from the date of his appointment, but shall be removable by the Governor General on address of the Senate and House of Commons, and shall cease to hold office upon reaching the age of sixty-five years.

Duties of Commission.

**4.** (1) The duties of the Commission shall be,—

(a) to test and pass upon the qualifications of candidates for admission to and transfer and promotion in the civil service, and to issue certificates with respect thereto required under this Act or regulations made thereunder;

(b) of its own motion to investigate and report upon the operation of this Act, and upon the violation of any of the provisions of this Act or of any regulation made thereunder; and, upon the request of the head of a department, to investigate and report upon any matter relative to the department, its officers, clerks and other employees;

(c) to report upon the organization or proposed organization of the departments or any portion of any department or of the civil service, and upon any proposed change in such organization;

(d) to obtain the assistance of competent persons to assist the Commission in the performance of its duties;



(e) to make an annual report on the organization and staff, including the duties and salaries of such staff, of each portion of the civil service;

(f) to arrange for the transfer of supernumeraries or other officers, clerks and employees from portions of the civil service where they are no longer required to other portions of the civil service where they are required;

(g) such other duties as are assigned to it by the Governor in Council.

(2) The Commission, with the approval of the Governor in Council, may make regulations prescribing how such duties shall be performed, and such regulations shall be published in the *Canada Gazette*. (New.) Regulations.

(3) The deputy heads and all other officers and employees in the civil service shall give the Commission such access to their respective departments and offices and such facilities, assistance and information as the Commission may require for the performance of its duties. (New.) Commission to have access to offices, etc.

(4) In connection with, and for the purpose of, any investigation or report, the Commission or any commissioner holding an investigation shall have all the powers of a commissioner appointed under Part II of the *Inquiries Act*. 1908, s. 10 amended. Commission to have powers under Inquiries Act.

(5) A commissioner shall not hold any other office in the civil service or engage in any other employment. 1908, s. 10. Commissioners not to engage in other employment.

(6) Each commissioner shall, before entering upon the duties of his office, take and subscribe, before the Clerk of the Privy Council, the oath in Schedule A of this Act. 1908, s. 12 amended. Oath of office.

5. Whenever the Commission is satisfied that any irregularity or fraudulent practice has obtained at an examination held by it or by any person deputed by it, the Commission may summon before it by a summons (which may be in the form in Schedule C of this Act) signed by the chairman or by any one of the commissioners, and may examine under oath or affirmation any person who, in its opinion, is in a position to give evidence in relation to such irregularity or fraudulent practice. 1906, s. 9. Proceeding in case of fraud, etc.

6. If any person is proved upon any inquiry to have been concerned in any fraudulent practice, or to have been guilty of any breach of the regulations made by the Governor in Council with respect to any examination held under the authority of this Act, such person shall be liable, upon summary conviction, to a penalty not exceeding fifty dollars or to imprisonment for any term not exceeding one month; and if any such person's name is upon the list of persons who have been found qualified for any position the Commission



Commission may remove his name from such list. 1906 s. 13, amended.

Personation.

7. Every person who, at any examination held under this Act, personates any candidate or employs, induces or allows any person to personate him or connives or assists at any personation, is guilty of an offence and liable, on summary conviction, to imprisonment for a term not exceeding six months, or to a fine not exceeding two hundred dollars, and, if he is employed in the civil service, to be dismissed therefrom. 1906, s. 14.

Illegally obtaining examination papers.

8. (1) Every person who surreptitiously procures from any printer or other person, and every person who, without authority, furnishes to any other person any examination question paper or any other paper relating to any such examination as aforesaid, is guilty of an offence and liable, on summary conviction, to imprisonment, with or without hard labour, for a term not exceeding six months, or to a fine not exceeding two hundred dollars, and, if he is employed in the civil service, to be dismissed therefrom.

(2) No such person shall be allowed to present himself at any subsequent examination. 1906, s. 15.

## PART II.

### GENERAL.

#### ORGANIZATION OF DEPARTMENTS.

Organization, how effected.

9. (1) The Commission, as soon as may be practicable after the passing of this Act, shall, after consulting with the several deputy heads, the heads of branches and other chief officers, prepare plans for the organization of the Inside Service and the Outside Service of each department and of each branch or portion of the civil service, such organization as far as possible to follow the same general principles in all branches of the civil service. As soon as the plan of organization is completed for either the Inside or Outside Service or any branch or portion of the Outside Service or of any branch or portion of the civil service, such plan or organization shall be submitted for the approval of the Governor in Council.

Changes in organization.

(2) If, after such approval, the deputy head or the Commission is of opinion that any such plan of organization might with advantage be in any way changed, the Commission shall in a similar manner prepare a report upon such proposed change, and shall submit the same for the approval of the Governor in Council. No change shall be made



made in the organization of any department until it has been so reported upon by the said Commission.

(3) As soon as any plan of organization is confirmed by the Governor in Council, the deputy head shall, subject to the approval of the Commission, forthwith cause the officers, clerks and employees affected thereby to be reclassified for the purpose of placing each officer, clerk and employee in a proper place under such plan of organization. Reclassification.

(4) If, after such organization and classification has been effected, the number of officers, clerks, and employees in any portion of the civil service, or in any class or grade hereof, is greater than the number allowed under such organization, the remainder shall be supernumeraries in that class or grade respectively in which they rank, and shall so remain until they are placed in any vacancies that may occur or until they are transferred to another portion of the civil service, or until they leave such service. Super-numeraries.

(5) (Repd. 1919, 2 Sess., c. 10.)

**10.** Except where otherwise expressly provided, all appointments to the civil service shall be during pleasure. Tenure.  
1906, s. 30.

**11.** (Repd. 1919, 2 Sess., c. 10.)

**12.** (Repd. 1919, 2 Sess., c. 10.)

#### PROBATION.

**13.** (1) The deputy head may at any time before the expiration of six months reject any person assigned or appointed to any position under his control or direction, or he may extend the period of probation within which such person may be rejected for another six months; and the cause of rejection, or the reason for extending the period of probation, shall be reported by the deputy head to the Commission. Appoint-ments to be on probation.

(2) Where a person is rejected the Commission shall thereupon select another person to take the place of the one rejected.

(3) The Commission shall, after investigation, decide whether the name of a rejected person shall be struck off the list as unfit for the service generally or whether he shall be allowed a trial in some other position for which he may be eligible. 1908, s. 19, amended.

**14.** After a person has served in a position for the probationary term of six or twelve months, as the case may be, he shall be deemed to be appointed to such position. Appointment.  
1908, s. 20, amended.



## PROFESSIONAL AND TECHNICAL POSITIONS.

15. to 21. (Repd. 1919, 2 Sess., c. 10.)

## ADDITIONAL PAYMENTS.

Additional  
payments  
forbidden.

Exception.

**22.** In the absence of special authority of Parliament no payment additional to the salary authorized by law shall be made to any deputy head, officer, clerk or employee permanently employed in the civil service in respect of any service hereafter to be rendered by him, whether in the discharge of his ordinary duties of office or of any other duties which may be imposed upon him, or which he may undertake or volunteer to discharge or otherwise perform: Provided, however, that nothing in this section is intended to prohibit the payment to any officer, clerk or employee of a separate annual salary from each of two or more departments or distinct branches of the civil service in respect of separate duties performed for each of such departments or branches respectively, if one of such salaries is not sufficient to compensate him for his whole time, and if the aggregate salaries do not, in the opinion of the deputy head, concurred in by the Commission, exceed reasonable compensation for the discharge of all the duties so performed; and provided further that nothing in this section shall affect the operation of section thirty-five of this Act. 1910. s. 21, amended.

## TEMPORARY EMPLOYMENT.

Employment  
of extra  
assistance.Not to exceed  
six months.In cases of  
emergency  
outside  
Ottawa.

**23.** (1) When from a temporary pressure of work extra assistance is required in any branch of the Civil Service, the Commission may, on the written report of the deputy head that such extra assistance is required, authorize the employment of such number of temporary employees as are required to carry on the work. For this purpose the Commission shall establish lists of persons eligible for such temporary employment. (1919, 2, Sess., c. 10.)

(2) (Repd. 1919, 2 Sess., c. 10.)

(3) Temporary employment in the civil service shall only be authorized for such time, not exceeding six months, as the Commission deems necessary, and the period for which the employment is authorized shall be mentioned in the certificate of qualification issued by the Commission. One or more extensions of such period of employment may be granted by the Commission, but each such extension shall be limited to a period not exceeding six months. (New.)

(4) When employees are required on short notice for emergency work outside the city of Ottawa, the responsible agent or officer of the Department requiring such extra assistance may engage the necessary employees, and the said agent or officer in each case shall forthwith report to  
the



the Commission through the deputy head of his Department the names of the persons so employed. No such employment shall extend beyond thirty days unless approved by the Commission. (1919, 2 Sess., c. 10.)

(5) The Commission may authorize the temporary employment, without a competitive or other examination, of persons possessed of professional, scientific, technical or other expert knowledge, whose services are required for work of an exceptional character, and the salary or other remuneration to be paid to any person so employed shall be such as the Governor in Council may prescribe. (1919, 2 Sess., c. 10.)

Employment  
of experts.

**24.** Temporary employees shall only be paid out of moneys specially voted by Parliament for the purpose. 1906, s. 100.

Temporary  
employees,  
how paid.

#### LEAVE OF ABSENCE.

**25.** (1) The deputy head may grant to each officer, clerk or other employee a yearly leave of absence for a period not exceeding eighteen days in any one fiscal year, exclusive of Sundays and holidays, after they have been at least one year in the service.

Holidays.

(2) Every such officer, clerk or employee shall take the leave so granted at such time each year as the deputy head determines. 1906, s. 101, amended.

**26.** The Commission, with the approval of the Governor in Council, shall make regulations under which the deputy head may in case of illness or for other sufficient reason grant leave of absence to any officer, clerk or employee for such period or periods, with or without pay, or with reduced pay, during such period or periods, or such part of the same, as the regulations may prescribe. 1906, s. 102, amended.

Sick leave,  
etc.

**27.** When any officer, clerk or employee is absent from duty without leave, his salary for each day of such absence shall be deducted from his monthly salary. 1906, s. 92.

No pay when  
absent  
without leave.

#### DISMISSAL, RESIGNATION, ETC.

**28.** (1) Subject to the provisions of section three of this Act, nothing herein contained shall impair the power of the Governor in Council to remove or dismiss any deputy head, officer, clerk or employee, but no such deputy head, officer, clerk or employee, whose appointment is of a permanent nature, shall be removed from office except by authority of the Governor in Council. 1906, s. 104.

Dismissal.

(2) The Commission shall by regulation prescribe what shall

Resignation  
shall



shall constitute a resignation of a position by an employee. (1919, 2 Sess., c. 10.)

Abolition of position.

(3) An employee holding a permanent position that is to be abolished, or which is no longer required, shall be laid off and his salary discontinued but his name shall be placed, in the order provided by the regulations of the Commission, on the eligible list for the class of position from which he was laid off or for any other position for which he may have qualified. (1919, 2 Sess., c. 10.)

#### SUSPENSION.

Suspension.

**29.** (1) The head of a department, and in his absence the deputy head, may,—

(a) suspend from the performance of his duty any officer, clerk or employee guilty of misconduct or negligence in the performance of his duties;

(b) remove such suspension;

No pay.

but no person shall receive any salary or pay for the time or any part of the time during which he was under suspension unless the Commission is of opinion that such suspension was unjust or made in error or that the punishment inflicted was too severe.

Report to be made to Commission.

(2) All cases of suspension, with the reasons therefor, shall be reported in writing by the deputy head to the Commission. 1906, s 103, amended.

#### GRATUITY ON DEATH.

Gratuity on death.

**30.** If a person dies while in the civil service, after having been at least two years therein, an amount equal to two months of his salary shall be paid to his widow or to such person as the Treasury Board determines. 1908, s. 41.

#### OATHS.

Oath.

**31.** (1) All deputy heads, officers, clerks, and employees permanently employed in the civil service, who have not already done so, and every deputy head, officer, clerk and employee hereafter appointed to any permanent position, before any salary is paid him, shall take and subscribe the oath of allegiance and also the oath contained in Schedule A to this Act, or such other oath as is provided by any other Act, in that behalf.

Oath of secrecy.

(2) In the case of the Clerk of the Privy Council, and all officers, clerks and employees under him, and in the case of any officer, clerk or employee of whom the Governor in Council requires the same, there shall be added to the oath at the asterisks, in the form of the oath in the said Schedule A, the words contained in Schedule B to this Act.

(3)



(3) The Clerk of the Privy Council shall take and subscribe the said oaths before the Governor General or some one appointed by him to administer the same. Before whom to be taken.

(4) In the case of persons residing or coming to reside at the city of Ottawa, the oaths shall be taken and subscribed before the Clerk of the Privy Council.

(5) In other cases the oaths may be taken and subscribed before a justice of the peace or other proper authority, who shall forward the same to the Clerk of the Privy Council.

(6) The Clerk of the Privy Council shall keep a register of all such oaths. 1906, s. 106. Register.

#### POLITICAL PARTISANSHIP.

**32.** (1) No deputy head, officer, clerk or employee in the civil service shall be debarred from voting at any Dominion or provincial election if, under the laws governing the said election, he has the right to vote; but no such deputy head, officer, clerk or employee shall engage in partisan work in connection with any such election, or contribute, receive or in any way deal with any money for any party funds. 1908, s. 43, amended. Voting at elections permitted but partisan work forbidden.

(2) Any person violating any of the provisions of this section shall be dismissed from the civil service. Penalty.

#### HOURS OF ATTENDANCE.

**33.** The Commission shall by regulation prescribe working hours for each portion of the civil service, and there shall be kept and used in each branch of the civil service a book, system or device approved by the Commission for preserving a record of the attendance of the employees. (1919, 2 Sess., c. 10.) Hours and record of attendance.

#### OFFICERS, ETC., OF PARLIAMENT.

**34.** So much of this Act as relates to appointment, transfer and promotion; and to salaries, increases and classification and the provisions of sections thirty and thirty-two shall apply to the permanent officers, clerks, and employees of both Houses of Parliament and of the Library of Parliament, and wherever any action is authorized or directed to be taken by the Governor in Council or by order in council, such action, with respect to the officers, clerks and employees of the Senate or the House of Commons, shall be taken by the Senate or the House of Commons, as the case may be, by resolution; and with respect to the officers, clerks and employees of the Library of Parliament, and to such other officers, clerks and employees as are under the joint control of both Houses of Parliament, shall be taken by both Houses of Parliament by resolution, or, if such action is required during the recess of Parliament, Officers of Parliament, what part of Act to apply to.



by the Governor in Council, subject to ratification by the Senate, House of Commons or both Houses, as the case may be, at the next ensuing session. 1908, ss. 3, 45. (Am. 1919, 2 Sess., c. 10.)

Work during  
recess.

**35.** Nothing in this Act shall be held to curtail the privileges now enjoyed by the officers, clerks and employees of the Senate, House of Commons or Library of Parliament with respect to rank and precedence or to attendance, office hours, or leave of absence, or with respect to engaging in such employment during parliamentary recess as may entitle them to receive extra salary or remuneration. 1908, s. 46.

#### ANNUAL REPORT.

Annual  
report.

**36.** The Commission shall make an annual report and statement of the transactions and affairs of the Commission during the year then next preceding, and such report shall be laid before Parliament. (1919, 2 Sess., c. 10.)

#### REGULATIONS.

Regulations.

**37.** The Commission may make such regulations as it deems to be necessary or convenient for carrying out the provisions of this Act. Such regulations and all other regulations made under this Act shall be subject to the approval of the Governor in Council, and shall be published in the *Canada Gazette*. (1919, 2 Sess., c. 10.)

### PART III.

#### EXAMINATIONS.

Examina-  
tions.

**38.** The examinations held by the Commission to establish lists of persons eligible for appointment may be written or oral or in the form of a demonstration of skill or any combination of these and shall be of a character fairly to test and determine the relative fitness and ability of candidates actually to perform the duties of the class to which they seek to be appointed. Any investigation of training and experience and any test of technical knowledge, manual skill, or physical fitness that in the judgment of the Commission serves to this end may be employed. Examinations shall be competitive and, except as herein provided, shall be open to all persons who may be lawfully-appointed to any position within the class for which the examination is held, with such limitations as may be specified in the regulations of the Commission as to age, sex, health, habits, residence,



residence, moral character and other qualifications that are in the judgment of the Commission requisite to the performance of the duties of such positions. (1919, 2 Sess., c. 10.)

**38A.** The provisions of this Act shall not apply to positions in connection with the Government railways or any railway owned or controlled by His Majesty, or to any position on any ship of His Majesty until Parliament otherwise enacts; and in any case where the Commission decides that it is not practicable to apply this Act to any position or positions, the Commission, with the approval of the Governor in Council, may make such regulations as are deemed advisable, prescribing how such position or positions are to be dealt with, and nothing in this Act shall affect the powers of the Governor in Council with respect to the appointment of any commissioner or other member of any royal or other commission or board, or any deputy head. (1919, 2 Sess., c. 10.)

Not to apply to positions on Government railways, etc.

Regulations to be made, if not practicable to apply Act.

**39.** (1) (Repd. 1919, 2 Sess., c. 10.)

(2) Immediately after each examination, a list of the successful competitors in the case of a competitive examination, and of the successful candidates in order of merit in other examinations shall be made out, and the list of successful competitors and candidates shall be published in the *Canada Gazette*. 1906, s. 29, amended.

Lists, how to be made up.

(a) Provided, however, that in all examinations for entrance into the Civil Service persons who have been on active service overseas on the military or naval forces of His Majesty or of any of the allies of His Majesty during the present war; who have left such service with an honourable record or who have been honourably discharged, or when any persons who have served as aforesaid have died owing to service overseas the widows of such persons, and who in either case obtain sufficient marks to pass such examinations, shall, irrespective of the marks they have obtained, be placed in the order of merit on the list of successful candidates above all other candidates. (Am. 1919, 2 Sess., c. 10.)

Soldiers and soldiers' widows to have precedence.

(b) The provisions of any statute or regulation prescribing an age limit and physical requirements with respect to any appointment in the civil service shall not apply to any such person if the Commission certifies that he is of such an age and in such a satisfactory physical condition that he is then able to perform the duties of the office and will probably be able to continue to do so for a reasonable period after his appointment.

Age and physical requirements in case of soldiers.

S.-s. (3) to (8). (Repd. 1919, 2 Sess., c. 10.)

**40.** (1) Notice of every examination, shall be published in the English and French languages in the *Canada Gazette*,

Notices and examinations to be in both languages.



*Gazette*, and such notice shall state the number of positions that it is expected will be open for appointments, the positions that are then vacant, and in each case the qualifications required for such positions. 1906, s. 28, amended.

(2) Every examination under this Act shall be held in the English and French language, at the option of the candidate. 1906, s. 27.

Appointees  
must be  
British  
subjects  
unless special  
exemption.

41. (1) No person shall, without the authority of the Governor in Council, be admitted to any examination unless he is a natural born or naturalized British subject, and also has been a resident of Canada for at least three years. (New.)

Age limits.

(2) The Commission, with the approval of the Governor in Council, may by regulation prescribe the several limits of age within which persons shall be eligible for appointment to positions in the civil service. (New.)

Age limits  
for civil  
servants  
competing at  
examinations.

(3) Any person holding a permanent appointment in the civil service may enter for any open competition or examination if such person when first appointed was not older than the maximum age prescribed for the position for which the examination is being held and if successful thereat may be appointed irrespective of his age. (New.)

## PART IV.

### CLASSIFICATION.

Classification  
confirmed.

42. (1) The classes of positions, including the several rates of compensation in the classification of the Civil Service of Canada signed by the Commission and dated the first day of October, one thousand nine hundred and nineteen, and submitted to Parliament, are hereby ratified and confirmed, and the civil service shall, as far as practicable, be classified in accordance therewith. Provided, however, that the statement of duties given in defining the class in the said classification shall not affect the powers or duties of any employee under any statute, or the power of a head of a department or a deputy head to control and direct the work of any employee under such head or deputy head.

Establish-  
ment of  
new classes  
and changes.

(2) The Commission shall hereafter, as it may from time to time deem necessary, establish additional classes and grades and classify therein new positions created or positions included or not included in any class or grade established in the said classification, and may divide, combine, alter, or abolish existing classes and grades. Each such class shall embrace all positions similar in respect to



to the duties and responsibilities appertaining thereto and the qualifications required for the fulfilment thereof, and shall be given a classification title indicative of the character and rank of the employment. The classification title thus prescribed shall be observed in all records and communications of the Commission, the Auditor General and the Treasury Board, and in all departmental estimates and Parliamentary returns and appropriations, but need not be used for other departmental purposes.

(3) Any change in the duties of a position which in the opinion of the Commission is material shall operate to abolish it and to create a new position which shall be classified by the Commission under this section. Reclassification.

(4) The Commission shall designate the classes for which, having regard to the number and frequency of appointments, eligible lists shall always be maintained. For other classes examinations shall be held only when vacancies occur and no eligible list exists. (1919, 2 Sess., c. 10.) Eligible lists.

#### APPOINTMENTS.

**43.** (1) Appointments to the civil service shall be upon competitive examination. Whenever a vacancy in any position in the civil service is to be filled, the deputy head shall request the Commission to make an appointment. The Commission shall thereupon appoint the person whose name stands highest upon the eligible list for the class in which the position is found and who is willing to accept the appointment; in case there is no eligible list for the class the Commission shall forthwith hold an examination and, if necessary to prevent any serious interference with the public business, but not otherwise, may fill the position at once by making a temporary appointment as prescribed herein. Appointments, how made.

“(2) The list of eligibles for each class of positions in the civil service shall be made up first of names of persons who have previously held permanent positions in such class and who were laid off in good standing under the provisions of this Act, and then of names of persons who have been examined by the Commission and found qualified. Lists of eligibles.

“(3) Except as to appointments to positions in the headquarters of the several departments and other portions of the civil service at Ottawa, the appointments to any local positions in any province shall, so far as practicable, be made from *bona fide* residents of such locality. (1919, 2 Sess., c. 10.) Appointments except at headquarters at Ottawa where practicable to be from locality in which position is.

**44.** (1) The Commission shall prepare a complete list of the employees in the civil service and shall furnish the Auditor General with a copy thereof, and shall also forthwith notify the Auditor General of the name, classification, title, salary, and the department of each person appointed to Lists of employees and of appointments, etc., to be sent to Auditor General.



to or removed from the service, and of each employee in the service whose status as to position or salary is changed.

Deputy head  
to notify  
Commission  
of all  
vacancies.

“(2) Every deputy head shall notify the Commission of every vacancy in his department immediately after the vacancy occurs. (1919, 2 Sess., c. 10.)

#### PROMOTIONS.

Definition.

**45.** (1) Promotion is a change from one class to another class with a higher maximum compensation, and vacancies shall be filled, as far as is consistent with the best interests of the civil service, by promotion.

Promotions,  
how made.

“(2) Promotion shall be made for merit by the Commission upon such examination as the Commission may by regulation prescribe. The Commission may by such regulation restrict the competition at such examinations to employees or to employees of a certain class or classes of a specified seniority, and may prescribe what marks may be obtained by such employees for efficiency and seniority. Such marks shall not, however, exceed one-half of the total marks that can be obtained at the examination. (1919, 2 Sess., c. 10.)

#### TRANSFERS.

Transfers.

**45A.** The Commission shall by regulation provide for the transfer of employees within any Department or any portion of the civil service. No employee shall be transferred from a position in one department or portion of the civil service to a position in another department or portion of the civil service, except upon the request of the respective deputy heads. (1919, 2 Sess., c. 10.)

#### COMPENSATION.

Compensation.

**45B.** (1) The Commission shall, from time to time, as may be necessary, recommend rates of compensation for any new classes that may be established hereunder, and may propose changes in the rates of compensation for existing classes. In each class there shall be a minimum and a maximum salary rate and such intermediate rates as may be considered necessary and proper to provide increases between the minimum and maximum. Such proposed rates of compensation shall only become operative upon their approval by the Governor in Council, and, where any increased expenditure will result therefrom, when Parliament has provided the money required for such increased expenditure.

Appointments  
to be at  
minimum rate  
except where  
person

(2) The rate of compensation of an employee upon appointment to a position in any class in the civil service shall be at the minimum rate prescribed for the class ;  
provided,



provided, however, that when the appointee is already in the civil service in another position the rate of compensation upon appointment to the new position either through transfer or promotion shall be the same as that received before such new appointment, or, if there be no such rate for the new class, than at the next higher rate, provided always that no appointment shall be made at less than the minimum nor at more than the maximum rate prescribed for a class.

transferred  
was receiving  
more before.

(3) The rate of compensation of an employee, who has not reached the maximum rate of compensation of the class in which he was serving, may be increased upon the recommendation of the deputy head approved by the Commission, but no such recommendation shall be approved unless it is accompanied by a statement of the deputy head supported by such evidence and records as the Commission may require, that the employee has rendered meritorious service and has increased his usefulness in the service. Such increase shall be to the next higher rate for the class. The new rate shall become effective at the next quarterly date after its approval by the Commission, that is to say, either the first day of January, April, July, or October. Provided, however, that no employee whose rate of compensation exceeds six hundred dollars per annum shall receive an increase under the provisions of this section more than once in each year.

Increases.

(4) The Commission shall make regulations under which the deputy head may for sufficient reason, authorize the payment of such additional remuneration as may be prescribed in such regulation to employees, not in administrative or executive positions, for work done outside of prescribed hours.

Pay for  
overtime.

(5) The rate of compensation for a temporary employee appointed hereafter shall be the minimum rate of the class to which his position is assigned. (1919, 2 Sess., c. 10.)

Pay of  
temporary  
employees.

#### DEPUTY MINISTERS.

**46.** (1) There shall be a deputy head for each department who shall be appointed by the Governor in Council, and shall hold office during pleasure.

Deputy Head  
for each  
Department.

(2) No officer shall hereafter be raised to the rank of deputy head, except in the case of a vacancy occurring or when a new department is created by Act of Parliament. 1906, s. 51.

Parliament-  
ary authority  
necessary  
to create.

(3) Whenever a deputy head is removed from his office, a statement of the reasons for so doing shall be laid on the table of both houses of Parliament within the first fifteen days of the next following session. 1906, s. 52.

Statement  
when a  
deputy head  
is removed  
from office.



Deputy Head  
to direct  
department  
subject to  
Head.

**47.** (1) The deputy heads of a department shall, subject to the directions of the head of the department, oversee and direct the officers, clerks, and employees of the department, and shall have general control of the business thereof, and shall perform such other duties as are assigned to him by the Governor in Council.

His full time  
to be given.

(2) He shall give his full time to the civil service, and shall discharge all duties required by the head of the department, or by the Governor in Council, whether such duties are in his own department or not. 1906, s. 59.

Who to act  
in absence of  
deputy head.

**48.** (1) Unless otherwise provided by the Governor in Council, in the absence of any deputy head, the assistant deputy head, or if there is no assistant deputy head, or the assistant deputy head is absent, an officer or clerk named by the head of the department shall have the powers and perform the duties of such deputy head. 1906, s. 60, amended.

Assistant  
Auditor-  
General.

(2) There shall be in the office of the Auditor General an assistant auditor general, who shall act for the Auditor General in his absence. 1906, s. 60, amended.

#### PRIVATE SECRETARIES.

Private  
secretaries  
appointment  
and salaries.

**49.** (1) Any person may be appointed by a Minister of the Crown or other member of the Government to be his private secretary, and if such person does not hold a permanent position in the civil service he may be paid such salary as the Governor in Council may prescribe. If he holds a permanent position in the public service he may be paid an additional salary not exceeding six hundred dollars a year whilst so acting. (New.)

(2) No salary shall be payable to any private secretary unless the amount has been voted by Parliament. 1906, s. 81.

**50.** (Repd. 1919, 2 Sess., c. 10.)

#### CENSUS AND ELECTION AUDIT EMPLOYEES.

Census and  
election audit  
temporaries,  
appointment  
of and  
duration  
of service.

**51.** (1) Special competitive examinations may be held by the Commission, in accordance with regulations in that behalf made by the Commission and approved by the Governor in Council, for ascertaining the qualifications of persons to be employed as temporary officers, clerks, and employees for the compilation of any census or for the audit and payment of fees and expenses in connection with any general election, and the successful competitors may be employed temporarily for the duties aforesaid, the census employees for any period not exceeding three years, and



and the election audit employees for any period not exceeding two years.

(2) During such term of service such temporary officers, clerks and employees shall not be eligible for any employment other than the compilation of a census, or the audit and payment of election fees and expenses, as the case may be, and they shall not be entitled by reason of such service to any further employment. 1910, s. 7 and s. 12, amended. Limits of employment.

**52.** (Repd. 1919, 2 Sess., c. 10.)

#### REPEAL.

(See also post, 1919, s. 12.)

**53.** Subject to the provisions hereinbefore contained, the *Civil Service Act*, chapter sixteen of the Revised Statutes of Canada, 1906, *The Civil Service Amendment Act*, 1908, and chapters six and seven of the statutes of 1909, chapter eight of the statutes of 1910, chapters ten, eleven, twelve, thirteen, fourteen and fifteen of the statutes of 1912, and chapter nine of the statutes of 1917, being acts to amend the *Civil Service Act*, the powers of the Governor in Council and the Postmaster General to appoint or promote postmasters and other officers, clerks and employees under the provisions of the *Post Office Act* and of any Act amending the same, and the power under any statute of any Board or Commission situate at Ottawa, either with or without the approval of the Governor in Council, to appoint or promote any officer, clerk or employee, and the power of the Governor in Council to appoint a reporter and assistant reporter and clerks and servants under the provisions of sections twenty and twenty-one of the *Supreme Court Act*, and to appoint the officers and employees mentioned in chapter sixteen of the statutes of 1912, and to appoint a Superintendent of Printing and a Superintendent of Stationery and the powers of the Superintendent of Printing and the Superintendent of Stationery to make appointments under the provisions of the *Public Printing and Stationery Act*, are repealed. (New.) Repeal.

#### RECLASSIFICATION.

(1919) **11.** (1) The Commission shall, after consultation with the several deputy heads, determine the places of the positions now in the Civil Service in the classification established and confirmed by this Act or as amended or added to in accordance therewith. Classification of employees now in service.

(2) Employees shall take the classification of their respective positions, but no temporary employee shall be given Classification according to position.



Temporary  
employees.

Character of  
work to be  
considered.

Rights of  
present  
employees  
preserved.

given a permanent position as a result of such classification except upon examination under the provisions of this Act or without examination under regulations made by the Commission and approved by the Governor in Council. In classifying any position the Commission shall take into consideration the character and importance of the work which the incumbent is performing at the time the position is classified.

(3) No permanent employee who was appointed before the passing of this Act shall have his present salary reduced by reason of the classification of his position, and if any such employee is placed in any class where the maximum salary is smaller than the maximum salary of the subdivision or grade in which he was before classified he shall be entitled in the same manner and to the same extent as heretofore to increases until he has reached the maximum fixed for the subdivision or grade in which he was previously classified. (1919, 2 Sess., c. 10.)

#### REPEAL.

(See also ante, s. 53.)

Acts and  
powers with  
respect to  
appointment  
of certain  
employees  
and  
inconsistent  
provisions of  
any Act  
repealed.

(1919) 12. Chapter sixteen of the statutes of 1912, chapter twenty-one of the statutes of 1914; the power of the Governor in Council and the Commission of Conservation, and of any Committee of the Commission, to appoint officers and clerks and assistants, other than the power of the Governor in Council to appoint the assistant to the Chairman and Secretary to the Commission under chapter twenty-seven of the statutes of 1909; the power of the Governor in Council or of any Minister, officer of the Crown, Board or Commission, to appoint any employee; and the provisions of any Act inconsistent with the provision of this Act, or the salaries and positions prescribed or defined by or under this Act, are repealed. (1919, 2 Sess., c. 10.)

Commence-  
ment of Act.

(1919) 13. The provisions of the classification ratified and confirmed by this Act and any amendment thereto made under the provisions of this Act relating to the compensation to be paid to employees shall not apply to persons now in the civil service until the first day of April, one thousand nine hundred and twenty: Provided, however, that any person who has been or is appointed or promoted to any position in the civil service after the first day of April, one thousand nine hundred and nineteen, shall on such appointment or promotion be classified and paid in accordance with the provisions of the said classification or any amendment made thereto under the provisions of this Act. (1919, 2 Sess., c. 10.)



## SCHEDULE A.

I (A.B.) solemnly and sincerely swear that I will faithfully and honestly fulfil the duties which devolve upon me as \* \* \* \* \* So help me God. Oath of office.

## SCHEDULE B.

*(After the asterisks in schedule A.)*

And that I will not, without due authority in that behalf, disclose or make known any matter or thing which comes to my knowledge by reason of my employment as *(as the case may be)*. Oath of secrecy.

## SCHEDULE C.

Civil Service Commission of Canada

To

You are hereby required to appear before the Civil Service Commission at Summons for witness under section five.  
 day of at o'clock in the noon  
 to testify the truth according to your knowledge in a certain enquiry pending before the Civil Service Commission respecting

*(The following words may be added if the production of any paper or document is required.)*

and that you bring with you and then and there produce the following documents:—

Dated at this day of

A.D.

*Civil Service Commissioner.*







# At the Sign of the Wooden Leg

Your  
Humble  
Serv<sup>t</sup>  
Silas  
Wegg

## Quidnunc Talks Again

MY friend Quidnunc, of whom you have heard before, is nothing if not illogical. It was Quidnunc, therefore, to whom I turned when I found myself in perplexity over the meaning of a letter from the Secretary of the Civil Service Commission to the Secretary of the Civil Service Federation, to be found in full on the sixth page of the December *Civilian*. The nut that I was anxious for Quidnunc to try his teeth on — get a nut to crack, you know — was contained in the following paragraph of the letter:—

I have your letter of the 11th instant with reference to the vacant position of collector of customs at the port of Vancouver, in connection with which you ask for certain information.

Your first question is why the qualifications of "customs experience" were not included in the advertisement. In reply I am to say that it was not thought desirable to restrict the field of competition by the insertion of this requirement. Obviously applicants who were able to show actual experience in the line of work for which they are applying would in this, as in all cases, have a very distinct advantage over those who are not thus experienced. In the scale of marking in all competitions, as you are no doubt aware, "office experience" stands very high on the list of requirements and receives high rating. Consequently, other things being equal, a man with experience would have very great advantage over his inexperienced competitors.

So I got Central to give me the Orphans' Home, which she did so willingly that I was sorry I had not asked for the Parliament Buildings while I was at it, and, after some delay due to the fact that my friend was being given a bath, I managed to have conversation with him.

"Is that you, Quidnunc?" I asked.

"A piece of him, as Hamlet says," he replied. "The rest has gone down the waste pipe. How they do scrub an orphan! Well, how's things?"

"Watch your syntax, Quidnunc," I cautioned. "This is for *The Civilian*."

"The only sin tax that worries me," he replied, "is the excise on cigarettes," and I knew then he was irresponsible enough to suit my purposes. So I read the paragraphs

above quoted to him and asked what he made of them.

"Read them again," he requested. "I am slow at picking up things in a Foran language."

I read them again. Then I had to jiggle the telephone hook for about five minutes, after which a matronly voice informed me that Mr. Quidnunc was expected to recover consciousness in an hour or so, and would I call him up later, which I did. Quidnunc was not quite his old self to be sure. There was a certain old-world weariness in his voice, a touch of sadness, when he resumed the conversation.

"Well, Wegg, it was one hell of a war, wasn't it? And to think of eggs! My mother used to give me ten cents to buy a dozen of them, and would sulk for a week if old Mrs. Smithers didn't put in one for good measure. Now they are ten cents a piece, and you have to return the empties!"

"Come, come, my old friend," I entreated. "Pull yourself together. I am anxious to have your opinion on this question of the value of experience in selecting officials for the Service. People are asking everywhere 'But what does Quidnunc think of it?' You must not let your thoughts dwell among the horrors."

"Right you are," he chirped, his old tone come back to him. "But I was floored for a while. The white hope of the Service, after Sir Thomas retired from the Treasury, was the Civil Service Commission. Promotion was to go by merit, and merit was to be determined by achievement. He who bore the burden and the heat of the day was assured by the triumverate that this very fact would count before everything else in selecting men for the higher positions. And then you read those fatal words to me. 'Obviously,' I have it right, have I not? He began his sentence with an 'obviously!'"

I assured him that he had and re-read the words: "Obviously applicants who were able to show actual experience in the line of work for which they are applying would

in this, as in all cases, have a very distinct advantage——"

"And, therefore," interjected Quidnunc, "they must be handicapped. How fortunate it is that we have a man among us who likes to see a fair contest. I see it all now, how stupid of me before! I thought that the Commission was trying to get the fittest person available to fill the vacancy. The rules, I imagined, were catch-as-catch-can and may the best man win. Not so. We are to be given a good show for our admission fee. Here is Jones with a 'decided advantage' in the shape of hard training and long experience in the ring, and here is Brown with flabby muscles and a weak heart. Now it's not fair to Brown, is it, that he should have to encounter that perfectly fit Jones, who knows the game from start to finish, on the mat for the wrestling championship. What shall we do? I have it. The wrestling championship of the world shall be decided by playing a game of checkers!"

"Come now, Quidnunc," I called out, "I want you to be serious over this matter."

"But I am serious," he replied, "as serious as a Chicago expert when classifying the charwomen. You haven't seen the possibilities of this thing as I have. It all came to me in a flash. We are to have the square deal——"

"The squared eel?" I asked. "What do you mean by that?"

"Oh, the squared eel will do as well as any other case in point. All natural aptitudes, what Mr. Foran calls 'great advantages over inexperienced competitors,' must be eliminated from the reckoning. Now, if it is the choosing of one for a position where lighthness of movement and adaptability for squirming are requisites, the eel naturally has much in his favor at the very outset. The lobster, for instance, would come in a very poor second. What are we to do? Why, square the eel of course. Remove from the list of qualifications all those factors that make the eel a dangerous rival, consider him, in fact, not as a graceful, sinuous individual but as just the reverse."







His  
Majesty's  
Mails

# POSTAL JOURNAL

Postal  
Clerks'  
Forum

## Re-union of postal workers

### The Western view.

Every postal worker is, or should be, interested in this subject. Before getting down to the meat of the article, the writer desires it to be thoroughly understood, that he is not criticizing the officers of, or adherents to, any of the organizations that exist at the present time within the Service, but is only desirous of assisting in bringing about a reunion of postal workers through a better form of organization than at present exists. With the abolition of the western allowances, the only apparent difference between east and west is the form of organization. At the present time there are five different organizations within the Postal Service,— the Federated Association of Letter Carriers, the Dominion Postal Clerks, the Railway Mail Clerks, the Amalgamated Postal Workers and the Rural Mail Carriers. What an unnecessary duplication of effort and expense these organizations entail? Furthermore, all the aforementioned organizations, formed for the purpose of ameliorating their conditions as workers, all aiming at the presentation of a united front against the shrinking of their standard of living, defeat or curtail their effectiveness by duplication of organization. Why not one Dominion wide organization of Postal Workers? Under the re-classification and the merit system of promotion, the interests of all Postal Workers are identical. Where there is no conflict of interest, there should be no conflict in organizations; an injury to one, should be an injury to all. With a united Postal Service, it would be an easy matter to form an organization within the whole Civil Service, an organization that would entail a minimum of expense, and gain a maximum of efficiency. You will hear more of the latter problem later, but a united Postal Service is essential immediately if the workers are to gain full fruits of the re-classification act. What are you going to do about it? The west is ready now.

WESTERNER.

Vancouver B.C., Dec. 8, 1919.

In order to place before the postal readers an exchange of views on the subject of re-union, the Editors placed the foregoing

letter from "Western" before a prominent representative of the eastern postal organizations, who has furnished the Postal Journal with the following contribution.

### The Eastern view.

The writer fully agrees with your correspondent who signs himself "Western" that all postal employees are, or should be, interested in the question of the re-union of postal workers, but, unfortunately for the cause which he advocates, he does not advise to what extent the organization of which he is a member is prepared to alter the complexion of the Amalgamated Postal Workers to bring this about. He is apparently of the opinion that the consolidation of the existing organizations into one large association would solve the problem. Unfortunately again the history of Post Office employees' organizations does not bear out this contention.

"Western" believes that one large organization comprising postal clerks, railway mail clerks, letter carriers and rural mail couriers would do away with the unnecessary duplication of effort and expense involved in the present arrangement, whereby the interests of the different classes of employees are attended to and protected by five different organizations. In the first place let me point out that rural mail couriers are not civil servants any more than are the motor men or conductors of a street railway who, by contract for a stated sum, carry the mails in a large city from the Post Office to the railroad stations. They are employers of the rural mail contractors. This of course eliminates them. The principal objection the writer sees to one large organization such as is proposed, is that it would be unwieldy and too cosmopolitan in its complexion to be a success.

"Western" can scarcely forget that after much labor and years of effort a Dominion wide organization of postal clerks was formed, and while still in the swaddling-clothes stage of its existence suddenly discovered that it was twins.

Those who were responsible for this metamorphosis, so to speak, have not up to the present shown any disposition to even explain why it was necessary to repudiate an Executive of their own selection a few months after the election without

having previously intimated, directly or indirectly, verbally or otherwise, in what respect that executive had proven unworthy of the confidence reposed in them by their fellow workers. Almost in the twinkling of an eye they destroyed what it had taken soberer minds years to build up.

Would it not be wiser therefore to restore the old order of things with a Dominion wide association of letter carriers, a Dominion wide association of railway mail clerks and a Dominion wide association of postal clerks. It would be easy to arrange a meeting of the several conventions of these organizations in the same week annually, and the three Executives could meet after the respective conventions, and decide on what matters they could approach the Government or the officials of the Department, as a united service.

If this experiment proved satisfactory the time might not be far distant when the type of organization suggested by your correspondent might be found advisable. Let us learn to creep before we attempt to jump hurdles. Every improvement of any consequence that can be described as lasting must be brought about by evolution rather than through the medium of revolution.

"SAFETY FIRST."

Ottawa, January 1, 1920.

## Conference and co-operation

The following is a quotation from a letter received by the president of the Civil Service Federation from Christian Sivertz, president of the Amalgamated Postal Workers, under date December 12.

"I have your letter of the 23rd ultimo and appreciate your kind expression in regard to our organization's efforts to establish friendly relations with the other Service organizations, and all that is involved and implied.

"Respecting the round table conference between representatives of the different organizations in the Post Office Department and the Civil Service Federation, I am looking forward to it as the most important feature of our present plans. The success or failure of that conference will, I believe, be reflected in the results of our endeavors to obtain betterments for and in the Service. Our future successes will



The  
Collector of  
Comments

# Dominion Customs Association

The  
Unofficial  
Surveyor

## Official Statement of D.C.A.

Some time ago, when a vacancy occurred in one of the highest positions of the Service and rumors were plentiful regarding the aspirations of outsiders, a public stand was taken by the D. C. A. in favor of promotion of the senior qualified officer for this position. Owing to the uncertainty of conditions at the time, the wisdom of this attitude was questioned, but principle rather than policy was the guide, and rightly so.

As to the filling of the positions at Brockville and Vancouver by outsiders and inexperienced men, we take the same view. A protest was made to the Civil Service Commission, which is the responsible body, and in firm and respectful terms the case was put before them. The Commission showed that its attitude was strictly legal under the old Civil Service Act and its position unassailable. The Chairman, Hon. Dr. Roche stated under the present Act, similar promotions or appointments could not, and would not be made. This is regarded as a promise and a guarantee, which will go far to allay the disturbed morale which exists in the Service since those appointments were made to interfere with the rights of the senior qualified men in the filling of positions by promotion or otherwise. To disguise the seriousness of the situation would be unwise, and it may serve as a deterrent to future attempts in this regard.

## Itinerary of Secretary

In response to numerous invitations the secretary-treasurer, paid a visit to Sault Ste. Marie last month, and held a meeting in the City Hall on the night of his arrival. A general meeting of the members of the Civil Service of the district took place early in the evening; the second part being devoted to the problems of the Customs Service.

The speaker was given a careful and courteous hearing, and the discussion arising out of his remarks cleared up a number of points. Suitable acknowledgments were made and expressions of sympathy and appreciation of the efforts of the D. C. A. to improve not only the Public Service, but the officers thereof. The president, Mr. H. T. Moorehouse occupied the chair, and it was noted that this was the

largest gathering of civil servants ever held in the "Soo". The secretary left by the first train, his stay being very brief, owing to pressure of business elsewhere and his visit was successful in bringing before the local membership in an interesting way, what the D. C. A. has done, and more important still what it expects to accomplish. The visitor was hospitably entertained by the members, who expressed the hope of a return visit at some convenient date.

## Superannuation

The problem of superannuation will not go down. It is becoming a bigger question as time goes on, and a determined effort must be made at the forthcoming convention to offer to the Government, something practical in the effort to bring about results. It is absolutely necessary as an economic measure, and to assist in promoting efficiency in the Government service. It must be faced, it has to be solved.

The decision by the executive of the Federation to call the annual convention on March 8, brings the question of our Convention to the front. It is the opinion of the Executive, that the D. C. A. Convention should take place a short time prior to that of the Civil Service Federation, and it has been decided to meet in Ottawa on Wednesday, March 3, at a time and place to be decided later.

Last year there were forty delegates from all parts of the country. Every province was represented, and it was particularly encouraging to note the fine representation from the distant branches of the West. This convention is an important event in the history of Civil Service reform. We shall appeal to the members for at least one hundred representatives from all parts of the country. The time has come to show our unity and strength and this is the opportunity. With classification being applied, the personal supervision of the delegates will have a most encouraging effect on those who have been carrying the burdens of the past twelve months, and criticism and advice, constructive in its character will be welcomed.

Consequently, every branch of the D. C. A. is requested to take under consideration this appeal and invitation to be well represented at the forth coming convention.

Never mind about the limits of your voting power. Even if this is in effect, two or more delegates from a branch are much better than one, if only one is accredited. Let all get together and discuss the problems, advise our officers, strengthen their position and show those in authority the kind and numbers of our organization. Think this over, and act accordingly. This is going to be a big year for us and we want to be in on the ground floor when our affairs are being considered.

## Transfer wanted

I am in the Lockers' Department of the Montreal Custom House, and would like to exchange with an officer holding a similar position, west of Winnipeg. Give full particulars and address.

W. L. ROBERTSON,

Lockers' Department,

Custom House,  
Montreal.

## British Columbia Branch

Organization of the officers of the Interior and Yukon ports and cutports has been proceeding steadily during the past year so that there are now over forty, or about 70 per cent of them, joined up with the provincial association. A new association has come into being composed of the officers in the ports and outports of Cranbrook and Fernie, under the name of the East Kootenay Customs Association. The President is H. White, Collector of Cranbrook; Vice-President, A. J. Chisholm, Sub-Collector of Kingsgate; and the Secretary Treasurer is W. H. Gates, Collector of Fernie.

The Vancouver Customs Association held its second annual meeting on November 27, and there was a large attendance. The statement of the Secretary Treasurer showed a healthy state of the finances and on his retirement from the office of Secretary, Mr. J. D. Smyth, was voted a honorarium in recognition of his services during the preceding seven months.

The appointment of Collector for the Port was discussed and much feeling was shown on account of the impending demotion and forced retirement of the present



be in proportion to the fellowship spirit obtaining and the co-operation resulting from this conference."

A letter received by the president of the C. S. Federation from Mr. J. A. Elrick, Secretary of the Amalgamated Postal Workers contains the following paragraph:—

"We note your opinion of Mr. Cantwell's judgment in post office matters and will take up with him the questions of a conference to take place in the near future. We expect to arrange a conference with the Government in February on classification and salary schedules and it would appear an opportunity will then present itself to meet representatives of the other organizations in Ottawa. We note your proposed convention will take place early in March and I presume President Sivertz will take up with you the matter of affiliation. It would be well if our representatives could overtake all those different matters on the one trip."

#### Kingston notes

A large and enthusiastic meeting was held on the 3rd inst. Various matters were discussed. The Association is much pleased with the semi-official announcement that the Classification will date back to April, 1919. No other course can consistently be taken. The staff is also awaiting the Position Lists so that each may know the position he is entitled to or may attain. It is regretted that lockers for the clerks' clothing have not yet been installed. At the meeting it was pointed out that a source of legitimate revenue for the Government would be the insurance of valuable money packets, which insurance business is now carried on by private companies. The question of the affiliation with the Labor movement was again discussed but nothing was done at this time. It was pointed out that the Bank clerks are about to take out a Labor Charter. A suggestion was made that the Department furnish small railway postal maps for the necessities of Forward Sortation. The City Hall was obtained for the 9th February for the Annual Postal Employees' Dance, and the staff is looking forward to an enjoyable evening.

—CSFC—

#### CO-OPERATIVE NOTES

Reports from the Organization Department of the Co-operative Union of Canada indicate that the co-operative movement is making good progress in Ontario. In October, the employees of the Mond Nickel Co. of Coniston, about ten miles from Sudbury, have organized the Coniston Co-operative Society Limited, to deal in groceries, provisions, domestic hardware, etc. The Company gave tangible evidence of its sympathy with the project by offering to defray the costs of organization.

On October 23rd, the efforts of some fifty or sixty citizens of Orillia, who, for some time past, had been quietly working towards the establishment of a co-operative society in that town, bore fruit in the organization, at a well attended public meeting, of the Orillia Co-operative Society, Limited. The society will deal in groceries, provisions, domestic hardware, crockery, shoes, etc. Sales will be made on cash terms only.

Similar societies are in progress of formation at Niagara Falls, Stratford and Dundas. At Georgetown, Ont., a co-operative society organized recently has now opened a store with gratifying results.

The experience of the Kingston society shows what can be accomplished by true co-operators, under able guidance and management. The opening of the store coincided with a big strike at the locomotive works, which lasted for some months, and where the majority of the members are employed. In spite of this, the society has met with success that at the first half-yearly meeting, held Nov. 3rd, a dividend of five per cent was declared on purchases.

British co-operators do not believe in the policy of starving millions of Russian people in order that the Bolsheviki Gov-

ernment may be defeated. Humanitarian considerations, as usual, prevail. Recently a ship-load of co-operative productions from the factories of the Co-operative Wholesale Society was despatched to Russia to be exchanged for raw materials.

Hundreds of thousands of dollars of merchandise from the factories of the Co-operative Wholesale Society are being supplied to the people of Roumania on the guarantee only of the government of that country. The object is to assist that war-ridden nation in the hour of its economic exhaustion. Canadian manufacturers, interested only in trading with Roumania for the profit they can make out of its people, are not content to accept a trade risk. Payment for the goods they supply is to be guaranteed by the Canadian Government, or, in other words, collectively by all our people.

#### A FRIEND'S TRIBUTE

The death of Hugh Cousins, a London district railway mail clerk of long service and great popularity, has called forth a strong tribute of appreciation from his former co-worker, C. M. Sinclair, of Bridgeburg. Mr. Sinclair's article was published in the *Border Cities Star* a short time ago. After relating several incidents illustrative of the mind and character of his deceased comrade, the writer concludes with the following:—

For many years now we railway mail clerks have looked on "Cook" Cousins as our grand old man, with the accent on the *man*. No one ever doubted his manliness, no one ever accused him of petty tricks. He was always an out-and-outer; you knew exactly where he stood. All in all we may not see his like again. In physique he much resembled Bismarck, but he had more goodness of heart than the great German chancellor, more of the kindness that makes the whole world kin.

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Acting-Collector, Col. C. A. Worsnop, who for the past two years has been acting as collector on a surveyor's pay and who for years previously had been by universal acknowledgement the real executive brain of the Port of Vancouver. The following resolution was unanimously endorsed:—

"Resolved that the Vancouver Customs Association go on record as strongly protesting against the action of those responsible for the failure to appoint an executive officer from within the service to the collectorship of customs for the Port of Vancouver."

For the purpose of bringing about a closer affiliation between the various branches of the service a delegation from the Amalgamated Postal Workers attended the meeting and outlined a plan, which embodies the idea of having some sort of council at Ottawa on a salary basis to watch the Civil Service Commission in the interests of the civil servants. It was felt that the Commission is now the big thing and is being used by the Government and

ship of Hamilton can hardly be truly expressed in words. Since the earliest days of organization. "Bob" Colvin has been in the front rank and is full of interesting stories of the events of the pioneer days in association work. The accompanying cut of the president is the only one on hand, but it is certain that "Bob" is too big a man to feel slighted at a small appearing photograph when he knows of the warmth of the congratulations showered upon him.

—CSFC—

### RECOMMEND NEW KIND OF CIVIL SERVICE COMMISSION

A new kind of Civil Service Commission, to be composed of representatives of administrative officials, the employees, and the outside public, with at least two women members, is one recommendation made recently by the Advisory Committee on Employment Policies to the Joint Congressional Commission on Reclassification of the Civil Service.



**ROBERT COLVIN**

President and Collector

the Department as a convenient "goat" upon which to put the blame for questionable acts. The plan suggested was given only as a "germ" and the Vancouver Customs Association promised to consider the matter at some special meeting in the near future.

The election of officers for the ensuing year resulted as follows:—

President, H. J. Horner; vice-president, N. J. DeGraves; sec.-Treas., C. Cocker; executive, R. Adam, R. Maxwell, W. V. T. Green, Jas. Ker, W. J. Bartlett, G. H. Sweet, D. C. Darrach, F. Farrington, R. N. Hopkins, Jas. Mulvaney, J. A. Wood, R. A. MacLachlan, G. B. Bamber.

Exactly half of the officers and executive are returned men of whom nearly all were Customs employees before enlisting.

### Congratulations

The pleasure of all members of the D. C. A., at the news of the promotion of president Robert Colvin to the Collector-

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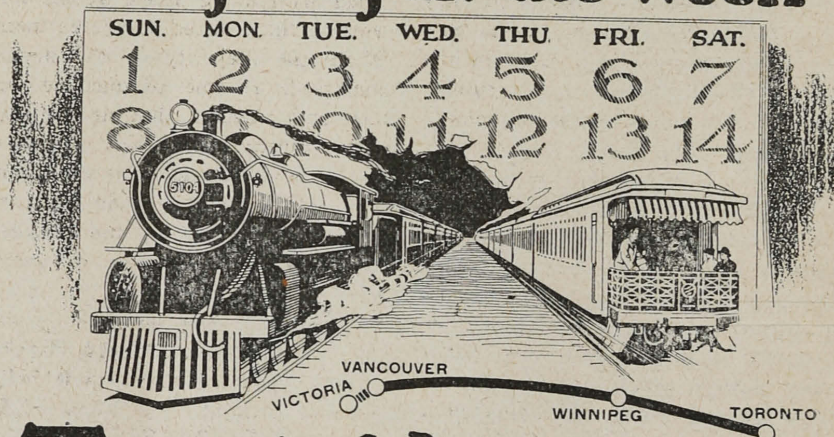
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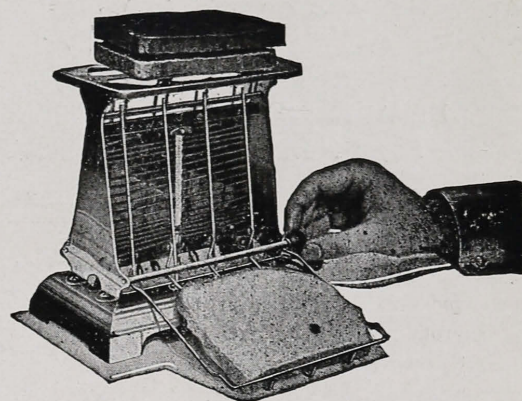
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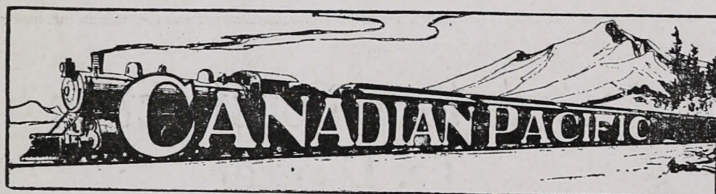
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